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Industry Wage Survey
Blended and Prepared Flour Products
Great Lakes Region
September 1987

U.S. Department of Labor
Bureau of Labor Statistics
Summary
January 1988

Straight-time earnings of 2,693 production and related workers in the blended and prepared flour products industry in the Great Lakes region averaged $10.73 an hour in September 1987, according to a recent survey conducted by the Bureau of Labor Statistics. Among the occupations selected for separate study, hourly averages ranged from $14.16 for general mechanics to $5.72 for janitors. Processors, including machine tenders and panelboard operators, the largest occupational group studied, with 716 workers, averaged $10.39 an hour.

The survey also developed information on certain establishment practices and employee benefit provisions, such as scheduled weekly hours of work, paid holidays and vacations, retirement pension plans, and life and health insurance.

A summary for this industry also is being published for the Middle West region. In addition, summaries are being prepared for the following industries and regions: Flour and other grain mill products, Great Lakes and Middle West; wet corn mill products, Great Lakes and Middle West; and rice mill products, Southwest. A comprehensive bulletin that will include all data developed by the survey is expected to be available in the fall of 1988.

The survey covered establishments with 20 workers or more primarily engaged in preparing blended flours and flour mixes or doughs from purchased flour (industry 2045 as defined in the 1972 edition of the *Standard Industrial Classification Manual* prepared by the U.S. Office of Management and Budget). Excluded are separate auxiliary units such as central offices and research facilities.

The Great Lakes region consists of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin.

Data were obtained by visits of Bureau representatives to 12 of the 21 establishments in the area. These establishments, employing 2,718 workers, were selected and appropriately weighted to represent approximately 3,391 workers.

Fieldwork for the survey was directed by Ronald Pritzlaff, Assistant Regional Commissioner for Operations of the Bureau's regional office in Chicago.

Area reports may be obtained from the Bureau of Labor Statistics, Washington, DC 20212, or from any of its regional offices listed on the back page.

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Table 1. Occupational earnings: Blended and prepared flour products, Great Lakes region, September 1987

Occupation	Number of workers	Average hourly earnings[1]	Number of workers receiving straight-time hourly earnings (in dollars) of —																										
			3.75 and under 4.00	4.00 – 4.25	4.25 – 4.50	4.50 – 4.75	4.75 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 12.50	12.50 – 13.00	13.00 – 13.50	13.50 – 14.00	14.00 – 14.50	14.50 – 15.00	15.00 – 15.50	15.50 and over
All production workers	2,893	10.73	50	128	3	20	21	85	100	39	177	73	44	27	16	16	90	27	34	241	44	461	414	27	200	55	144	25	102
Selected Occupations																													
Processing																													
Processors	716	10.39	-	48	-	-	-	18	21	21	51	35	9	4	2	8	29	10	8	70	2	180	169	-	4	21	-	-	-
Packing																													
Packers	219	8.89	-	3	-	-	-	12	60	4	8	9	1	2	-	-	1	2	-	102	-	15	-	-	-	-	-	-	-
Women	190	8.74	-	-	-	-	-	11	58	3	7	8	1	2	-	-	-	-	-	100	-	-	-	-	-	-	-	-	-
Flour mixes	182	8.85	-	3	-	-	-	4	56	4	8	9	1	2	-	-	1	2	-	102	-	-	-	-	-	-	-	-	-
Women	178	8.98	-	-	-	-	-	3	54	3	7	8	1	2	-	-	-	-	-	100	-	-	-	-	-	-	-	-	-
Material Movement																													
Power-truck operators	138	11.87	-	-	-	-	-	2	-	-	4	7	3	-	-	-	17	2	2	13	-	4	35	-	49	-	-	-	-
Forklift operators	138	11.87	-	-	-	-	-	2	-	-	4	7	3	-	-	-	17	2	2	13	-	4	35	-	49	-	-	-	-
Maintenance																													
Mechanics, general	175	14.16	-	-	-	-	-	-	-	-	7	10	2	4	1	-	-	-	-	2	11	2	34	-	-	-	-	-	[2]102
Service and Custodial																													
Janitors	57	5.72	8	18	3	-	4	4	5	4	3	2	2	-	-	-	-	-	-	1	-	5	-	-	-	-	-	-	-
Men	42	4.76	8	18	1	-	4	2	5	4	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckdrivers	42	9.40	-	-	-	8	-	-	-	-	-	-	5	3	5	-	-	3	-	4	-	-	14	-	-	-	-	-	-
Tractor-trailer	33	10.57	-	-	-	-	-	-	-	-	-	-	5	3	5	-	-	2	-	4	-	-	14	-	-	-	-	-	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] All workers were at $16.50 to $17.00.
NOTE: Occupations may include data for subclassifications not shown separately.

Table 2. Establishment practices and employee benefit provisions: Blended and prepared flour products, Great Lakes region, September 1987

Item	Percent of total plant employment	
	Second shift	Third shift
Shift differentials		
Workers in establishments with late-shift provisions	97.5	71.4
With shift differentials	80.4	71.4
Uniform cents (per hour)	80.4	71.4
10 cents	8.4	-
15 cents	8.9	8.4
22 cents	54.8	-
25 cents	8.3	8.3
29 cents	-	54.8
With no shift differentials	17.1	-
Workers employed on late shifts	27.7	18.5
Receiving differentials	22.1	18.5
Uniform cents (per hour)	22.1	18.5
10 cents	2.9	-
15 cents	2.3	1.9
22 cents	14.3	-
25 cents	2.6	2.6
29 cents	-	14.0
Receiving no differentials	5.8	-

Item	Percent of —	
	Production and related workers	Non-supervisory office workers[1]
Scheduled weekly hours		
All workers	100	
40 hours	100	
Paid holidays		
All workers	100	
Receiving paid holidays	100	
6 holidays	3	
Plus 1 half day	3	
Plus 2 half days	4	
7 holidays	11	
8 holidays	3	
9 holidays	-	
Plus 1 half day	5	
10 holidays	5	
11 holidays	3	
13 holidays	63	
Receiving no paid holidays	-	

Item	Percent of —	
	Production and related workers	Non-supervisory office workers[1]
Paid vacations		
All workers	100	
In establishments not providing paid vacations	-	
In establishments providing paid vacations	100	
Length-of-time payment	100	
By vacation pay provisions for:		
6 months of service:		
Under 1 week	11	
1 year of service:		
1 week	42	
Over 1 and under 2 weeks	58	
2 years of service:		
1 week	25	
Over 1 and under 2 weeks	3	
2 weeks	17	
Over 2 and under 3 weeks	55	
3 years of service:		
1 week	19	
2 weeks	23	
Over 2 and under 3 weeks	58	
4 years of service:		
1 week	19	
2 weeks	23	
Over 2 and under 3 weeks	58	
5 years of service:		
1 week	8	
2 weeks	34	
Over 2 and under 3 weeks	3	
Over 3 and under 4 weeks	55	
8 years of service:		
1 week	3	
2 weeks	24	
Over 2 and under 3 weeks	3	
3 weeks	15	
Over 3 and under 4 weeks	55	
10 years of service:		
1 week	3	
2 weeks	10	
3 weeks	29	
Over 3 and under 4 weeks	58	
12 years of service:		
1 week	3	
2 weeks	10	
3 weeks	29	
Over 3 and under 4 weeks	58	

Item	Percent of —	
	Production and related workers	Non-supervisory office workers[1]
By vacation pay provisions for: — Continued		
15 years of service:		
1 week	3	
2 weeks	5	
3 weeks	26	
4 weeks	8	
Over 4 and under 5 weeks	58	
20 years of service:		
1 week	3	
2 weeks	5	
3 weeks	17	
4 weeks	9	
Over 4 and under 5 weeks	3	
5 weeks	8	
Over 5 and under 6 weeks	55	
25 years of service or more:		
1 week	3	
2 weeks	5	
3 weeks	17	
4 weeks	4	
5 weeks	13	
Over 5 and under 6 weeks	3	
Over 6 and under 7 weeks	55	
Health, insurance, and pension plans		
In establishments offering at least one of the benefits shown below	97	
Life insurance	97	
Accidental death and dismemberment insurance	97	
Sickness and accident insurance or sick leave or both	92	
Sickness and accident insurance	92	
Sick leave (full pay and no waiting period)	9	
Sick leave (partial pay or waiting period)	3	
Long-term disability insurance	13	
Hospitalization insurance	97	
Surgical insurance	97	
Medical insurance	97	
Major medical insurance	97	
Dental insurance	76	
Health maintenance organization	34	
Retirement plans	94	
Pension	82	
Lump sum	12	

[1] Data not collected.

Scope and Method of Industry Wage Surveys

Occupations selected for study. Occupational classification is based on a uniform set of job descriptions designed to take into account interestablishment and interarea variations in duties within the same job. The occupations are chosen for their numerical importance, their usefulness in collective bargaining, or their representativeness of the entire job scale in the industry. These descriptions, available on request, are included in the final bulletin on each survey.

Wage data. Unless designated otherwise, information on wages relates to straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses) were included as part of the workers' regular pay. Excluded were performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, Christmas, or yearend bonuses, and other nonproduction bonuses. Also excluded were tips and allowances for meals, lodging, or other payments in kind. The wages of learners, apprentices, and handicapped workers are excluded from data for selected occupations but are included in the total when data are presented for all nonsupervisory workers, all production workers, or all service workers.

Separate data are presented, where feasible, by sex and/or method of wage payment. However, the number of men, women, time, or incentive workers may not appear under every job because of publication criteria. Also, the total employment in an occupation may exceed the number of men and women combined because some establishments may not report data by sex.

Employment. Estimates relate to all establishments in the industry and locality as defined for the survey, and are intended as a general guide to the size and composition of the labor force rather than as precise measures of employment. Generally, a greater proportion of large than of small establishments is studied. Each group of establishments of a certain size, however, is given its proper weight in the combination of data.

Shift provisions and practices. Shift provisions relate to the policies of establishments either currently operating late shifts or having formal provisions covering late-shift work. Practices relate to workers employed on late shifts at the time of the survey.

Scheduled weekly hours. Data on weekly hours refer to the predominant work schedule for full-time workers employed on the day shift.

Employee benefit provisions. Employee benefits are included if formal provisions are applicable to half or more of the group studied in an establishment. Similarly, if fewer than half of the workers are covered, the benefits are considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

Information on benefit practices is presented in terms of the proportion (percent distribution) of workers provided the specific benefit itemized. Because of rounding, sums of individual items may not equal totals.

The tabulation of paid holidays provided annually presents data separately for full days and half days.

In the tabulation of vacation policies by years of service, payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings is considered the equivalent of 1 week's pay.

Data for health, insurance, and retirement plans are confined to those for which at least a part of the cost is borne by the employer. Legally required plans, such as workers' disability compensation and social security, are excluded.

NOTE: Scope and method may be modified somewhat to accommodate specific survey requirements.

Industry Wage Survey Bulletins

The most recent reports providing occupational wage data for industries currently included in the Bureau's program of industry wage surveys are listed below. Bulletins still in print are for sale from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or from the Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, Ill. 60690. Order by title and GPO Stock Number. Bulletins marked with an asterisk (*) are available only from the Chicago address. Bulletins that are out of print are available for reference at leading public, college, or university libraries or at the Bureau's Washington or regional offices.

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Basic Iron and Steel, 1983. BLS Bulletin 2221. $2.25*
Cigarette Manufacturing, 1986. BLS Bulletin 2276. $1.25
GPO Stock No. 029-001-02928-4
Corrugated and Solid Fiber Boxes, 1981. BLS Bulletin 2138. Out of print.
Grain Mill Products, 1982. BLS Bulletin 2207. $3*
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Iron and Steel Foundries, 1979. BLS Bulletin 2085. Out of print.
Machinery Manufacturing, 1983. BLS Bulletin 2229. $3.50*
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Men's and Boys' Shirts and Nightwear, 1984. BLS Bulletin 2232. $2.50*
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Synthetic Fibers, 1985. BLS Bulletin 2268. $1.50
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Textile Dyeing and Finishing, 1985. BLS Bulletin 2260. $3.25*
Textile Mills, 1985, BLS Bulletin 2265. $5.50
GPO Stock No. 029-001-02920-9
Women's and Misses' Dresses, 1982. BLS Bulletin 2187. Out of print.
Wood Household Furniture, 1986. BLS Bulletin 2283. $5.50
GPO Stock No. 029-001-02931-4

Nonmanufacturing

Appliance Repair Shops, 1981. BLS Bulletin 2177. $1*
Auto Dealer Repair Shops, 1982. BLS Bulletin 2198. $2.25*
Banking, 1985. BLS Bulletin 2269. $4
GPO Stock No. 029-001-02913-6
Bituminous Coal Mining, 1982. BLS Bulletin 2185. Out of print.
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Department Stores, 1981. BLS Bulletin 2147. Out of print.
Electric and Gas Utilities, 1982. BLS Bulletin 2218. $4.75*
Hospitals, 1985. BLS Bulletin 2273. $12
GPO Stock No. 029-001-02919-5
Hotels and Motels, 1983. BLS Bulletin 2227. $3.25*
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Metal Mining, 1977. BLS Bulletin 2017. Out of print.
Nursing and Personal Care Facilities, 1985. BLS Bulletin 2275. $5
GPO Stock No. 029-001-02921-7
Oil and Gas Extraction, 1982. BLS Bulletin 2193. $3*

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Employee Benefits in Medium and Large Firms, 1986

U.S. Department of Labor
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Bulletin 2281

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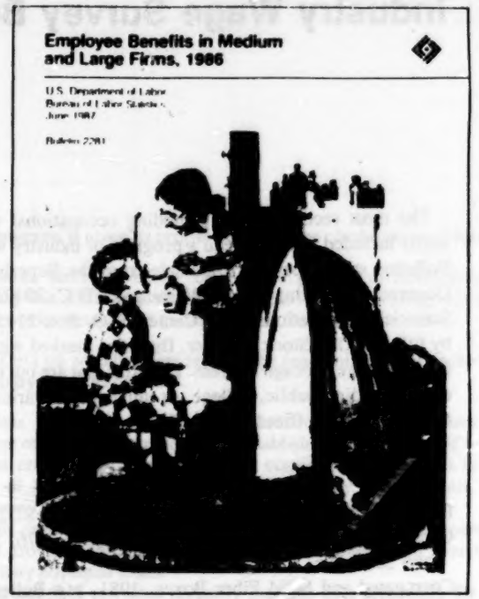

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